

BEFORE THE MISSOURI STATE BOARD OF MEDIATION

JEFFERSON CITY, MISSOURI

In the Matter of the Joint Petition)	
of St. Louis County, Missouri)	
)	
and)	
)	
Institutional and Public Employees)	
Union, Local 410, American Federation)	70-039
Of State, County and Municipal Em-)	
ployees, AFL-CIO, to consolidate and)	
merge eligible employees into common)	
bargaining unit and to certify the)	
exclusive bargaining representative)	
for said common bargaining unit.)	

FINDINGS OF FACT

This matter, having been submitted to the Missouri State Board of Mediation upon the above described Joint Petition of St. Louis County, Missouri and Institutional and Public Employees Union, Local 410, American Federation of State, County and Municipal Employees, AFL-CIO, said State Board of Mediation finds the following facts:

1. St. Louis County, Missouri, (hereinafter referred to as "County") and the Institutional and Public Employees Union, Local 410, American Federation of State, County and Municipal Employees, AFL-CIO, (hereinafter referred to as "Union") have heretofore entered into four Memoranda of Understanding executed on December 15, 1971, December 20, 1972, May 9, 1974 and December 16, 1974, respectively.

2. The first Memorandum of Understanding, executed December 15, 1971, was in effect for the period of January 1, 1972 through December 31, 1972. The Memorandum provided that the County recognize the Union as the exclusive bargaining representative for all permanent employees in certain job classifications in the following

two appropriate bargaining units: "A. Department of Hospital" and "B. Department of Highways and Traffic and Department of Parks and Recreation".

3. The second Memorandum of Understanding, executed December 20, 1972, amended the first Memorandum and was in effect for the period January 1, 1973 through December 31, 1973. The second Memorandum provided that the County recognize the Union as the exclusive bargaining representative for the eligible employees of the following three appropriate bargaining units: "A. Department of Hospitals"; "B. Department of Highways and Traffic and Department of Parks and Recreation of St. Louis County"; and, "C. Department of Revenue".

4. The third Memorandum of Understanding, executed May 9, 1974, was in effect for the period January 1, 1974 through December 31, 1974. The third Memorandum provided that the County recognize the Union as the exclusive bargaining representative for the eligible employees of the following three appropriate bargaining units: "A. Department of Community Health and Medical Care"; "B. Department of Highways and Traffic and Department of Parks and Recreation"; "C. Department of Revenue".

5. The fourth Memorandum of Understanding, executed December 16, 1974, is in effect for the period January 1, 1975 through December 31, 1975. The fourth Memorandum provides that the County recognize the Union as the exclusive bargaining representative for all permanent employees in the enumerated job classifications in the following four appropriate bargaining units: "A. Department of Community Health and Medical Care"; "B. Department of Highways and Traffic and Department of Parks and Recreation"; "C. Department of Revenue"; and "D. Department of Welfare".

6. At all times from and after January 1, 1972, all appropriate bargaining units defined in the Memoranda of Understanding executed by County and Union have

constituted and have been considered one de facto common bargaining unit and the Union has been the exclusive bargaining representative of such de facto common bargaining unit.

CONCLUSIONS

Based upon the aforementioned Findings of Fact, the Missouri State Board of Mediation concludes that in order to better provide for the interests of the citizens of St. Louis County through the Maintenance of a harmonious relationship between County and the Union and to further avoid chaos in the bargaining process through the fragmentation and proliferation of bargaining units among the ranks of County employees, said State Board of Mediation should consolidate and merge the four appropriate bargaining units designated "A. Department of Community Health and Medical Care"; "B. Department of Highways and Traffic and Department of Parks and Recreation"; "C. Department of Revenue"; and "D. Department of Welfare;" into one common bargaining unit certify the Union as the one, exclusive bargaining representative of said common bargaining unit.

ORDER

It is, therefore, ORDERED: 1. That the four appropriate bargaining units designated "A. Department of Community Health and Medical Care"; "B. Department of Highways and Traffic and Department of Parks and Recreation"; "C. Department of Revenue"; and "D. Department of Welfare;" are hereby consolidated and merged into one common bargaining unit as of the date of this Order.

ORDERED: 2. That the Institutional and Public Employees Union, Local 410, American Federation of State, County and Municipal Employees, AFL-CIO, is hereby certified as the one, exclusive bargaining representative of said common bargaining unit as of the date of this Order.

It is so ordered effective this 25th day of August, 1975.

MISSOURI STATE BOARD OF MEDIATION

(SEAL)

/s/ Daniel C. Rogers
Daniel C. Rogers, Chairman

/s/ Truman Henry
Employer Member

/s/ Charles R. Bibbs
Employee Member